

Memorandum of Agreement

THIS MEMORANDUM OF AGREEMENT is entered into by and between the Township of Jefferson (hereafter, the "Township") and P.B.A. Local 190 (Jefferson Township Police Department) (hereafter, the "P.B.A.").

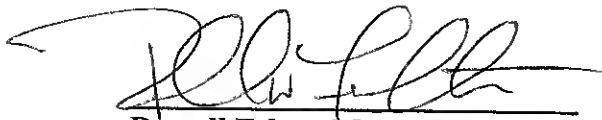
WHEREAS, the Township and the P.B.A. have reached a proposed agreement to extend the terms of the 2009-2011 Collective Negotiations Agreement, as hereby modified, for one additional year, through December 31, 2012.

NOW, THEREFORE, the Township and the P.B.A. hereby agree to extend the terms of their 2009-2011 Collective Negotiations Agreement for one additional year with the following amendments, to be implemented on June 23, 2011:

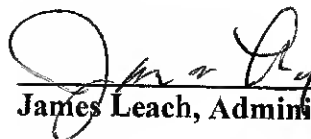
1. Effective January 1, 2012, base salaries for the Bargaining Unit shall increase by 2.0%.
2. Effective October 1, 2012, the Township service requirement for retiree health coverage will be amended from 25 total years and at least 12 years with the Township, to 25 total years and at least 15 years with the Township.
3. Effective January 1, 2012, pursuant to State Law, all bargaining unit employees receiving Township-paid medical insurance will have 1.5% of their base salary deducted (pre-tax) from their pay to contribute to their medical insurance premiums.
4. All other terms of the 2009-2011 Collective Negotiations Agreement shall be unchanged, except as modified by the parties herein or as required by law.

WHEREFORE, the Township and the P.B.A. hereby confirm that the terms set forth in this Memorandum of Agreement accurately reflect the settlement reached by the parties, extending the terms of the 2009-2011 Collective Negotiations Agreement, as hereby modified, for one additional year, through December 31, 2012.

For the Township:

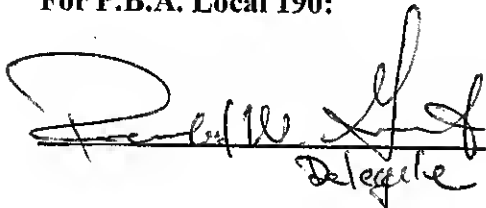

Russell Felter, Mayor

Witness:


James Leach, Administrator

Dated: 6/23/2011

For P.B.A. Local 190:


Delegated

Witness:

Dated: 6/23/2011